



**nobody@a1289.g.akamai.net**

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Record Type: Record

To: John Morrall@EOP

cc:

Subject: Suggestion for Regulatory Reform

Name:

laurie gronlund

Address:

po box 1253

Telephone No.:

6057737429

E-mail address:

[laurie.gronlund@ci.pierre.sd.us](mailto:laurie.gronlund@ci.pierre.sd.us)

Name of Guidance:

Regulating Agency:

DEPARTMENT OF LABOR

Subagency (if any):

WAGE AND HOUR DIVISION

Citation (Code of Federal Regulation):

29 C.F.R. 825.1 14

Authority (Statute/Regulation):

Family and Medical Leave Act

Description of Problem (Nature of Impact and on Whom):

Description of Problem:Nature of Impact and on Whom I am writing to

recommend that the regulations developed by the Department of Labor to implement the Family and Medical Leave Act FMLA be revised. In particular the definition of a serious health condition is overly broad. In 1996, the Department of Labor issued opinion letter number 86, which said that the FMLA could apply to a cold, flu, or headache, if the other regulatory

conditions

are satisfied. Not only is this definition overly broad, applying to brief and

temporary illnesses, but it also results in confusion for employers who are left

with no clear understanding of when to apply the FMLA.

Proposed Solution:

Description of Problem:Nature of Impact and on Whom I am writing to

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Estimate of Economic Impacts (Quantified Benefits and Costs if possible / Qualified description as needed):

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